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ABSTRACT

This document presents 22 tables reporting on faculty and selected administrative salaries in the Oklahoma State Higher Education System in 1991-92. Tables report on average full-time faculty salaries; average salaries paid 9-10 month full-time faculty; average staff benefits paid 11-12 month full-time faculty; average total compensation paid 9-10 month and 11-12 month full-time faculty; range of salaries for both types of full-time faculty; additional income from extra teaching assignments and approved noninstitutional employments; 11-12 month average salaries of selected administrative positions; University of Oklahoma Health Sciences Center, average salaries paid full-time faculty, 11-12 months and 9-10 months; Oklahoma Geological Survey, averaged full-time faculty for 11-12 months; University of Oklahoma Law Center, average salaries paid full-time faculty 9-10 month equivalent; Oklahoma State University (OSU) college of Veterinary medicine 11-12 month average salaries; OSU Agricultural Experiment Station 11-12 month salaries; OSU Technical Branches 11-12 month average full-time faculty salaries; OSU College of Osteopathic Medicine, average 11-12 month full-time faculty; and average staff benefits paid 9-10 months and 11-12 months full-time faculty. Highlights note that average salary for full-time faculty equated to a 9-10 month basis was $38,125 excluding constituent agencies. This is an increase of 3.3 percent above 1990-91. (JB)

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ED 365 246

Salaries in The Oklahoma State System of Higher Education 1991-92: Faculty and Selected Administrative Positions

HE 027 138

Oklahoma State Regents for Higher Education
State Capitol, Oklahoma City

May 1993

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SALARIES IN

THE OKLAHOMA STATE SYSTEM OF HIGHER EDUCATION

1991-1992: Faculty and Selected

Administrative Positions

Prepared by
Division of Academic Planning/Resource Allocation

Oklahoma State Regents for Higher Eduation
State Capitol, Oklahoma City

May 1993

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HIGHLIGHTS

Average Salary.--The average salary for all full-time faculty equated to a 9-10 month basis in Oklahoma state-supported colleges and universities, excluding the constituent agencies, is $38,125 for the year 1991-92. This is an increase of $1,212 or 3.3% above 1990-91.

Increase by Type of Institution.--Average salaries increased $1,240 at the universities, $1,258 at the four-year universities, and $1,167 at the two-year colleges. These salaries represent increases of 2.9%, 3.6%, and 3.8%, respectively, over 1990-91. For this report the term "universities" includes the two comprehensive universities and the term "four-year universities" includes the seven regional universities and the three special purpose universities.

Increase by Rank.--Among the three categories of institutions, the rank of professor at the four-year universities showed the greatest dollar as well as percentage increase over 1990-91. The increase for this rank is $2,078 or 4.8% over 1990-91. All other ranks showed an increase from $781 or 3.3% to an increase of $2,032 or 3.8%.

Faculty Distribution by Rank.--The two highest faculty ranks combined, professor and associate professor, are held by 65.7% of all full-time faculty members at the two comprehensive universities, and by 42.7% of all full-time faculty members at the four-year universities. In 1990-91, comparable figures were 58.7% at the comprehensive universities and 51.3% at the four-year universities.

Total Faculty.--Total full-time faculty for 1991-92 is 4,088. This represents an increase of 49 or 1.2% from 1990-91.

Salary Range.--Full-time salaries on a 9-10 month basis in the 25 institutions in 1991-92 range from a minimum of $13,252 to a maximum of $103,000. Full-time salaries on an 11-12 month basis in the 25 institutions in 1991-92 range from a minimum of $18,000 to a maximum of $126,075. For 9-10 month salaries, the minimum increased $1,252 over 1990-91 and the maximum decreased by $18,200 over 1990-91. For 11-12 month salaries, the minimum increased $5,400 over 1990-91 and the maximum increased $8,008 over 1990-91. These data exclude salaries for deans and other administrative personnel.

Presidents' Salaries.--The two comprehensive university presidents' salaries were $152,880 and $141,500 for the year 1991-92. Four-year university presidents' salaries average $91,901. The lowest salary is $75,550 and the highest is $98,750. The two-year college presidents' salaries average $80,439. The lowest is $68,750 and the highest is $90,600. Increases in average salary over 1990-91 were 3.8% for comprehensive university presidents, 6.0% for four-year university presidents and 4.5% for two-year college presidents.

TABLE 1

Commentary

Table 1 presents the 1991-92 average salaries on a 9-10 month basis paid all full-time faculty by rank and by all 25 colleges and universities in The Oklahoma State System of Higher Education. These data include salaries of full-time faculty employed on a 9-10 month contract basis and full-time faculty employed on an 11-12 month contract basis with the salaries equated to 9-10 months. Included also is the number of full-time faculty by rank and by institution.

The Average Salary on a 9-10 month basis paid in the 25 institutions in 1991-92 is $38,125. This represents an increase over 1990-91 of $1,212 or 3.3%. The average for comprehensive universities is $43,920, for four-year universities, $36,669, and for two-year colleges, $31,805. These salaries represent increases over 1990-91 of 2.9%, 3.6%, and 3.8%, respectively. The 1991-92 mean of all institutions' averages is $32,527.

Faculty distribution by rank may influence the salary averages of the various ranks within an institution. Table 1 shows a smaller proportion of faculty in the upper two ranks at four-year universities than at the universities. The comprehensive universities' salary average for all ranks is 19.8% higher than the salary average of all ranks for four-year universities. By rank, the comprehensive universities' salary average exceeds the four-year universities' salary average in the ranks of professor by 21.9%, associate professor by 8.0%, and assistant professor by 1.1%. However, in the rank of instructor, the four-year universities' salary average exceeds the comprehensive universities' salary average by 14.6%.

The total number of full-time faculty reported in the 25 institutions in 1991-92 is 4,086. The full-time faculty for comprehensive universities is 1,483; for four-year universities, 1,615; and for two-year colleges, 988.

TABLE 1

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
1991-92

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
OU	248	$55,212	227	$42,699	251	$34,691	25	$21,868	751	$43,461
OSU	288	54,416	212	41,386	191	36,533	41	26,115	732	44,391
Comprehensive Universities	536	$54,784	439	$42,065	442	$35,487	66	$24,506	1,483	$43,920
UCO	113	$47,846	51	$43,041	138	$38,333	58	$32,513	360	$41,048
ECU	45	43,818	38	38,680	55	34,299	30	28,224	168	36,755
NSU	78	44,255	51	37,233	82	33,203	63	29,926	272	36,288
NWOSU	10	43,031	12	37,359	25	32,408	38	26,541	85	31,734
SEOSU	31	45,108	12	39,730	57	33,702	54	27,650	154	34,346
SWOSU	51	45,039	39	42,482	68	38,408	71	28,687	229	37,565
Cameron	47	41,326	37	34,876	57	32,159	38	24,214	179	33,441
Langston	6	52,618	25	38,522	19	31,414	18	30,896	68	35,761
Panhandle	8	37,921	9	34,301	17	31,278	12	26,817	46	31,861
USAO	12	42,377	17	37,029	13	33,996	12	28,795	54	35,658
Four-year Universities	399	$44,956	291	$38,960	531	$35,114	394	$28,680	1,615	$36,669
CASC	—	$—	—	$—	—	$—	37	$28,492	37	$28,492
Connors	—	—	—	—	—	—	48	31,467	48	31,467
Eastern	—	—	—	—	—	—	49	31,576	49	31,576
Murray	—	—	—	—	—	—	45	29,592	45	29,592
NEOAMC	—	—	—	—	—	—	89	31,186	89	31,186
NOC	—	—	—	—	—	—	45	31,134	45	31,134
OCCC	—	—	—	—	—	—	102	33,009	102	33,009
Redlands	—	—	—	—	—	—	27	30,824	27	30,824
Rogers	—	—	—	—	—	—	85	28,049	85	28,049
Ross	—	—	—	—	—	—	149	32,527	149	32,527
Seminole	—	—	—	—	—	—	44	28,443	44	28,443
TJC	—	—	—	—	—	—	226	34,449	226	34,449
WOSC	—	—	—	—	—	—	42	31,822	42	31,822
Two-year Colleges	—	$—	—	$—	—	$—	988	$31,805	988	$31,805
All Colleges and Universities	935	$50,590	730	$40,827	973	$35,284	1,448	$30,822	4,086	$38,125

Includes all full-time faculty salaries on a 9-10month basis. All 11-12 month salaries have been equated to 9-10 month salaries by multiplying the 11-12 month salaries by 9/11.

TABLE 2

Commentary

Table 2 presents the 9-10 month average salaries of all full-time faculty members for the three years, 1989-90 through 1991-92. Table 2 presents data from which salary trends by institution and by rank may be analyzed.

Certain factors may influence salary averages so that they do not accurately indicate long term salary trends. For example: A senior full professor receiving a top salary could retire and at the same time an associate professor be promoted to full professor at the bottom of the salary scale for full professors. The net results, with respect to individual teachers still employed, would be that at least one person would be receiving more salary than in the previous year. Yet, the effect upon the salary average for full professors at the institution would show a decline. The salary average for an entire institution could be affected in the same manner. Another factor causing the same effect could occur as a result of expanding enrollment with a consequent increase in the number of faculty with the salary average of the new faculty below the average for the institution.

Analyses of the data contained in Table 2 may be made in a variety of meaningful ways. No attempt is made here to provide an exhaustive analysis. However, certain observations are noted. The dollar increases in average salaries are not the same between different ranks in the same institution. For example, changes for 1990-91 to 1991-92 show the University of Oklahoma increased the average of all ranks $2,168; while Oklahoma State University increased $347. At Oklahoma State University the salary increase for the rank of professor was $795; decrease for associate professors, $547; decrease for assistant professor, $197; and decrease for instructor, $3; while at the University of Oklahoma comparable increases were $3,428, $2,494, $1,736, and $3,614. Such differences may result from factors suggested above or they could also result from salary administration policy and faculty qualifications. Although specific reasons for observed salary averages and comparisons are not provided by Table 2, the three-year trend of institutions' averages by rank may provide helpful analytical data.

TABLE 2

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY

1989-90 THROUGH 1991-92

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average All Ranks
OU	1989-90	47,989	37,625	31,109	17,794	38,482
	1990-91	51,784	40,205	32,955	18,254	41,293
	1991-92	55,212	42,699	34,691	21,868	43,461
OSU	1989-90	48,423	37,930	32,371	24,553	40,090
	1990-91	53,621	41,933	36,730	26,118	44,044
	1991-92	54,416	41,386	36,533	26,115	44,391
UCO	1989-90	43,908	40,134	36,333	30,087	38,145
	1990-91	46,015	41,057	36,894	31,056	39,267
	1991-92	47,846	43,041	38,333	32,513	41,048
ECU	1989-90	40,744	36,117	32,453	25,625	34,181
	1990-91	41,549	37,193	32,921	26,486	34,687
	1991-92	43,818	38,680	34,299	28,244	36,755
NSU	1989-90	41,143	34,933	30,501	28,096	33,668
	1990-91	42,566	36,763	31,953	28,967	35,250
	1991-92	44,255	37,233	33,203	30,125	35,288
NWOSU	1989-90	40,100	34,976	30,534	24,965	29,638
	1990-91	41,483	36,244	31,430	25,512	30,622
	1991-92	43,031	37,359	32,408	26,541	31,734
SEOSU	1989-90	38,754	35,168	29,952	24,810	31,206
	1990-91	40,838	37,237	31,637	25,642	31,949
	1991-92	45,108	39,730	33,702	27,650	34,346
SWOSU	1989-90	41,612	39,982	35,434	27,181	35,193
	1990-91	43,653	42,001	37,911	28,929	37,312
	1991-92	45,096	42,482	38,408	28,687	37,565

TABLE 2 (Continued)
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
1989-90 THROUGH 1991-92

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average All Ranks
Cameron	1989-90	37,639	33,268	28,995	23,034	30,927
	1990-91	39,002	33,858	30,637	24,602	32,192
	1991-92	41,326	34,876	32,159	24,214	33,441
Langston	1989-90	37,639	34,381	29,353	28,979	32,175
	1990-91	52,130	38,032	33,087	31,202	36,273
	1991-92	52,618	38,522	31,414	30,896	35,761
Panhandle	1989-90	36,578	32,833	30,476	25,584	31,681
	1990-91	38,153	33,751	31,237	26,604	32,534
	1991-92	37,921	34,301	31,278	26,817	31,861
USAO	1989-90	39,057	34,957	31,459	26,351	33,022
	1990-91	40,841	36,318	33,095	27,651	34,690
	1991-92	42,377	37,029	33,996	28,795	35,658
CASC	1989-90	--	--	--	25,733	25,733
	1990-91	--	--	--	27,081	27,081
	1991-92	--	--	--	28,492	28,492
Connors	1989-90	--	--	--	27,948	27,948
	1990-91	--	--	--	30,423	30,423
	1991-92	--	--	--	31,467	31,467
Eastern	1989-90	--	--	--	29,024	29,024
	1990-91	--	--	--	30,814	30,814
	1991-92	--	--	--	31,576	31,576
Murray	1989-90	--	--	--	25,873	25,873
	1990-91	--	--	--	28,327	28,327
	1991-92	--	--	--	29,592	29,592

TABLE 2 (Continued)
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
1989-90 THROUGH 1991-92

Institution	Period	Professor	Associate Professor	Assistant Professor	Instructor	Average All Ranks
NEOAMC	1989-90	--	--	--	29,725	29,725
	1990-91	--	--	--	30,250	30,250
	1991-92	--	--	--	31,186	31,186
NOC	1989-90	--	--	--	28,395	28,395
	1990-91	--	--	--	30,061	30,061
	1991-92	--	--	--	31,134	31,134
OCCC	1989-90	--	--	--	30,875	30,875
	1990-91	--	--	--	31,943	31,943
	1991-92	--	--	--	33,009	33,009
Redlands	1989-90	--	--	--	29,023	29,023
	1990-91	--	--	--	30,214	30,214
	1991-92	--	--	--	30,824	30,824
Rogers	1989-90	--	--	--	26,041	26,041
	1990-91	--	--	--	27,427	27,427
	1991-92	--	--	--	28,049	28,049
Rose	1989-90	--	--	--	30,183	30,183
	1990-91	--	--	--	31,326	31,326
	1991-92	--	--	--	32,527	32,527
Seminole	1989-90	--	--	--	26,315	26,315
	1990-91	--	--	--	27,542	27,542
	1991-92	--	--	--	28,443	28,443
TJC	1989-90	--	--	--	31,532	31,532
	1990-91	--	--	--	32,655	32,655
	1991-92	--	--	--	34,449	34,449
WOSC	1988-89	--	--	--	29,362	29,362
	1989-90	--	--	--	30,834	30,834
	1990-91	--	--	--	31,825	31,825

TABLE 3

Commentary

Table 3 presents the average salaries of all full-time faculty members equated to a 9-10 month basis for the three years, 1989-90 through 1991-92, classified by rank and by type of institution.

The averages for four ranks reveal that 1991-92 increases over 1990-91 in annual average salaries are greatest for four-year universities, next for comprehensive universities, and least for two-year colleges. The increases in averages of all ranks by type of institution in 1991-92 over 1990-91 were $1,240, $1,258, and $1,167 for comprehensive universities, four-year universities, and two-year colleges, respectively. The average salary in 1990-91 at comprehensive universities was $5,214 greater than the average at four-year universities. In 1991-92 the difference is $7,251. The average salary in 1989-90 at four-year universities was $4,747 greater than at two-year colleges. In 1991-92 the difference is $4,864.

Averages by rank show that comprehensive universities' faculties receive higher salaries then four-year universities' faculties in the ranks of professor, associate professor and assistant professor in 1991-92. Instructors at two-year colleges receive higher average salaries than instructors at comprehensive universities and four-year universities.

The percentage increase in average salaries for all ranks in 1991-92 over 1989-90 was largest for faculties at comprehensive universities. Faculties at two-year colleges received the smallest percentage increase. The annual increases in average salaries for 1990-91 and 1991-92 for comprehensive universities have been 8.7% and 2.9% or an average of 5.9%. The senior college increases for 1990-91 and 1991-92 have been 4.0% and 3.6% or an average of 3.8%. The rwo-year college increases for 1990-91 and 1991-92 have been 4.5% and 3.8% or an average of 4.1%.

TABLE 3
AVERAGE SALARIES PAID FULL-TIME FACULTY
25 OKLAHOMA STATE COLLEGES AND UNIVERSITIES
1989-90 THROUGH 1991-92

Rank	Type of Institution		
	Comprehensive University	Four-year University	Two-year College
Professor			
1989-90	$48,215	$41,018	--
1990-91	52,752	42,878	--
1991-92	54,784	44,956	--
Associate Professor			
1989-90	$37,772	$36,667	--
1990-91	41,067	38,015	--
1991-92	42,065	38,960	--
Assistant Professor			
1989-90	$31,675	$32,496	--
1990-91	34,651	33,920	--
1991-92	35,487	35,114	--
Instructor			
1989-90	$21,222	$26,806	$29,307
1990-91	23,725	27,847	30,638
1991-92	24,506	28,680	31,805
Average All Ranks			
1989-90	$39,268	$34,054	$29,307
1990-91	42,680	35,411	30,638
1991-92	43,920	36,669	31,805

TABLE 4

Commentary

Table 4 presents the average salaries and the number employed for those full-time faculty employed on a 9-10 month basis only. Faculty who are employed on an 11-12 month basis are not included in this table. Individual faculty members included in Table 4 may or may not be employed by separate contract for summer teaching. The criterion for inclusion in Table 4 is that the basic contract is for a regular 9-10 month school year. Whereas many interpretations may be made from data in Table 4 alone, depth may be gained by comparing the data with those contained in Tables 1 and 6.

The average salary paid in the 25 institutions in 1991-92 to 9-10 month employed faculty is $37,742. This represents an increase over 1990-91 of $1,196 or 3.3%. As is true with other consolidated data in this report, the comprehensive universities exert heavy influence on this average. This influence is indicated by observing that the average salary for the comprehensive universities is $42,576, the average salary for four-year universities is $36,685, and the average salary for two-year colleges is $32,243. The 1991-92 median of the average salaries of all institutions is $32,659.

Table 4 reveals the comprehensive universities report a lower average salary for full-time faculty employed on a 9-10 month contract than the average shown in Table 1 for all ranks except assistant professor. The data for the comprehensive universities reflect a higher average monthly rate of pay for 11-12 month contract faculty than average monthly salary rates for 9-10 month contract faculty. With the exception of the instructor rank the data for four-year universities and two-year colleges reflect a lower average monthly salary rate of pay for 11-12 month contract faculty than average monthly salary rates for 9-10 month contract faculty.

The number of full-time faculty employed on a 9-10 month contract in 1991-92 is 3,581. This number represents 87.6% of the total full-time faculty in the 25 institutions. In 1990-91, the number was 3,520 or 87.2% of the total. In 1991-92, four-year universities employ 94.9% of their full-time faculty on a 9-10 month basis. The two-year colleges employ 81.2% on a 9-10 month basis. The two universities together employ 84.1% of their full-time faculty on a 9-10 month basis.

TABLE 4

AVERAGE SALARIES PAID 9–10 MONTH FULL-TIME FACULTY
1991–92

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
OU	186	$53,880	196	$42,173	238	$34,913	22	$21,290	642	$42,158
OSU	201	53,143	197	41,268	174	36,521	33	26,102	605	43,021
Comprehensive Universities	387	$53,497	393	$41,719	412	$35,592	55	$24,177	1,247	$42,576
UCO	113	$47,846	51	$43,041	138	$38,333	58	$32,513	360	$41,048
ECU	40	43,435	38	38,680	55	34,299	30	28,224	163	36,444
NSU	63	43,870	44	36,815	79	33,125	61	29,914	247	35,694
NWOSU	7	42,043	9	36,863	23	31,774	29	26,138	68	31,101
SEOSU	31	45,108	12	39,730	57	33,702	51	27,622	151	34,469
SWOSU	50	45,096	39	42,482	61	36,757	68	28,884	218	37,796
Cameron	46	41,221	37	34,876	57	32,159	30	23,896	170	33,745
Langston	6	52,618	25	38,522	19	31,414	18	30,896	68	35,781
Panhandle	6	38,450	9	34,301	17	31,278	11	27,076	43	31,837
USAO	10	42,491	14	36,964	11	33,484	9	28,758	44	35,672
Four-year Universities	372	$44,954	278	$38,924	517	$35,086	366	$28,816	1,532	$38,685
CAJC	—	$—	—	$—	—	$—	33	$29,017	33	$29,017
Connors	—	—	—	—	—	—	43	31,359	43	31,359
Eastern	—	—	—	—	—	—	46	31,660	46	31,660
Murray	—	—	—	—	—	—	38	28,974	38	28,974
NEOAMC	—	—	—	—	—	—	84	31,166	84	31,166
NOC	—	—	—	—	—	—	40	31,283	40	31,283
OCCC	—	—	—	—	—	—	99	32,925	99	32,925
Redlands	—	—	—	—	—	—	24	30,947	24	30,947
Rogers	—	—	—	—	—	—	0	0	0	0
Rose	—	—	—	—	—	—	128	32,393	128	32,393
Seminole	—	—	—	—	—	—	40	28,585	40	28,585
TJC	—	—	—	—	—	—	193	34,961	193	34,961
WOSC	—	—	—	—	—	—	34	31,885	34	31,885
Two-year Colleges	—	$—	—	$—	—	$—	802	$32,243	802	$32,243
All Colleges and Universities	759	$49,310	671	$40,581	929	$35,310	1,222	$30,858	3,581	$37,742

TABLE 5

Commentary

Table 5 presents the average staff benefits on a 9-10 month basis paid to or on behalf of all 9-10 month full-time faculty by all 25 colleges and universities in The Oklahoma State System of Higher Education. The average staff benefits paid for 1991-92 are $9,116. This represents an increase over 1990-91 of $727 or 8.7%.

Staff benefits as a percent of average salaries may be computed from the data in Table 4 and the data in Table 5. For all institutions staff benefits are 24.2% of the average salary from 1991-92. In 1990-91 the figure was 23.0%. For the comprehensive universities, four-year universities, and two-year colleges, the staff benefits for 1991-92 as a percent of average salaries are 24.9%, 23.3%, and 24.5%, respectively. Comparisons for 1990-91 were 23.2%, 22.4%, and 23.8%, respectively.

Retirement plan payments are the largest staff benefit for all institutions combined. Such payments comprise 39.6% of the average total staff benefits for the State System for 1991-92. The percent was 40.0% for 1990-91. For the comprehensive universities, four-year universities, and two-year colleges, these payments are 47.1%, 35.7% and 31.9%, respectively, of the total average staff benefits. Comparable 1990-91 figures were 48.7%, 35.6%, and 32.0%, respectively.

Social Security taxes are the second largest staff benefits paid by institutions. Social Security, unemployment compensation, and workers' compensation payments are required by law.

Medical and life insurance benefits are provided by all institutions and 21 institutions provide other staff benefits not specifically identified.

TABLE 5

AVERAGE STAFF BENEFITS PAID 9-10-MONTH FULL-TIME FACULTY
1991-92

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
OU	642	$4,974	$1,500	$3,183	$98	$190	$329	$6	$10,280
OSU	605	5,006	1830	3,199	45	589	89	168	10,926
Comprehensive Universities	1,247	$4,990	$1,660	$3,191	$72	$384	$213	$85	$10,593
UCO	360	$3,058	$1,688	$3,140	$97	$524	$168	$156	$8,831
ECU	183	2,610	1773	2,734	97	454	148	136	7,950
NSU	247	3,678	1744	2,731	97	454	126	136	8,966
NWOSU	68	3,119	1688	2,385	92	397	97	118	7,896
SEOSU	151	1,263	1688	2,638	0	373	145	1380	7,487
SWOSU	218	3,762	1688	2,892	90	490	189	144	9,255
Cameron	170	3,658	1830	2,582	70	428	170	170	8,908
Langston	68	2,561	1525	2,735	116	315	150	168	7,570
Panhandle	43	3,084	1830	2,436	97	339	319	150	8,255
USAO	44	1,872	2088	2,729	97	462	150	136	7,534
Four-year Universities	1,532	$3,047	$1,730	$2,801	$84	$453	$160	$269	$8,545
CASC	33	$1,879	$1,884	$2,220	$97	$264	$119	$0	$6,463
Connors	43	2,959	1,830	2,399	97	333	72	147	7,837
Eastern	46	2,232	1,575	2,421	0	241	130	165	6,764
Murray	38	450	1,807	2,208	97	262	121	0	4,945
NEOAMC	84	2,733	1,830	2,104	0	333	113	148	7,259
NOC	40	2,740	1,908	2,393	95	206	90	220	7,652
OCCC	99	2,370	1,808	2,518	95	249	135	1,643	8,818
Relands	24	2,634	1,811	2,387	0	141	148	0	7,099
Rogers	0	0	0	0	0	0	0	0	0
Rose	128	3,448	1,968	2,478	95	296	138	188	8,625
Seminole	40	1,500	2,088	2,200	92	106	80	930	6,996
TJC	193	2,973	1,877	2,676	0	252	143	1,277	9,198
WOSC	34	0	2,087	2,438	97	260	134	150	5,196
Two-year Colleges	802	$2,520	$1,877	$2,437	$54	$260	$125	$837	$7,910
All Colleges and Universities	3,581	$3,606	$1,739	$2,855	$73	$386	$170	$287	$9,116

TABLE 6

Commentary

Table 6 presents the average salaries and the number employed for those full-time faculty employed in the 25 institutions on an 11-12 month basis only.

The average salary paid in 25 institutions in 1991-92 to 11-12 month employed faculty is $49,922, an increase over 1990-91, of $1,742. The average for comprehensive universities is $62,365, the average for four-year universities is $44,468, and the average for two-year colleges is $36,567. The 1991-92 median of the average salaries for 23 institutions reporting 11-12 month full-time faculty is $39,375.

The number of full-time faculty employed on an 11-12 month contract basis is 505 or 12.4% of the total full-time faculty in the 25 institutions. In 1990-91, the number was 517 or 12.8%. The comprehensive universities employ 15.9% of their full-time faculty on an 11-12 month contract basis. The four-year universities employ 5.1% of their full-time faculty on an 11-12 month contract basis. The two-year colleges employ 18.8% of their full-time faculty on an 11-12 month contract basis. One institution employs all of its entire faculty on an 11-12 month contract basis.

TABLE 6

AVERAGE SALARIES PAID 11-12 MONTH FULL-TIME FACULTY
1991-92

Institution	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
OU	62	$72,372	31	$56,254	13	$37,442	3	$31,907	109	$62,509
OSU	87	70,111	15	52,488	17	44,809	8	$31,988	127	62,241
Comprehensive Universities	149	$71,052	46	$55,026	30	$41,817	11	$31,966	236	$62,365
UCO	—	$—	—	$—	—	$—	—	$—	—	$—
ECU	5	57,310	0	0	0	0	0	0	5	57,310
NSU	13	56,376	7	50,256	3	43,108	2	37,050	25	51,524
NWOSU	3	55,416	3	47,488	2	48,527	9	34,028	17	41,883
SEOSU	0	0	0	0	0	0	3	34,388	3	34,388
SWOSU	1	51,555	0	0	7	43,238	3	29,811	11	40,278
Cameron	1	56,400	0	0	0	0	8	31,045	9	33,862
Langston	0	0	0	0	0	0	0	0	0	0
Panhandle	2	44,413	0	0	0	0	1	29,300	3	39,375
USAO	2	51,100	3	45,633	2	45,000	3	35,333	10	43,510
Four-year Universities	27	$54,988	13	$48,550	14	$44,216	29	$32,966	83	$44,468
CAJC	—	$—	—	$—	—	$—	4	$29,529	4	$29,529
Connors	—	—	—	—	—	—	5	39,563	5	39,563
Eastern	—	—	—	—	—	—	3	37,200	3	37,200
Murray	—	—	—	—	—	—	7	40,270	7	40,270
NEOAMC	—	—	—	—	—	—	5	38,532	5	38,532
NOC	—	—	—	—	—	—	5	36,600	5	36,600
OCCC	—	—	—	—	—	—	3	43,723	3	43,723
Redlands	—	—	—	—	—	—	3	36,480	3	36,480
Rogers	—	—	—	—	—	—	85	34,285	85	34,285
Rose	—	—	—	—	—	—	21	40,750	21	40,750
Seminole	—	—	—	—	—	—	4	33,025	4	33,025
TJC	—	—	—	—	—	—	33	38,304	33	38,304
WOSC	—	—	—	—	—	—	8	38,677	8	38,677
Two-year Colleges	—	$—	—	$—	—	$—	186	$36,567	186	$36,567
All Colleges and Universities	176	$68,588	59	$53,599	44	$42,444	226	$35,881	505	$49,922

TABLE 7

Commentary

Table 7 presents the 1991-92 average staff benefits on an 11-12 month basis to or on behalf of all 11-12 month full-time faculty by all 25 institutions in The Oklahoma State System of Higher Education. The average staff benefit paid for 1991-92 is $11,404 and represents an increase of $719 or 6.7%.

Staff benefits as a percent of average salaries may be computed from the data in Table 6 and the data in Table 7. For all institutions, staff benefits are 22.8% of the average salary. The percent was 22.2% for 1990-91. For the comprehensive universities, four-year universities, and two-year colleges, the staff benefits as a percent of average salaries are 22.6%, 22.4%, and 23.7%, respectively. Comparable 1990-91 figures were 21.7%, 21.4%, and 23.9%, respectively.

Retirement plan payments are the largest staff benefit for all institutions combined. Such payments comprise 47.1% of the average total staff benefits for the State System for 1991-92 as compared with 47.3% for 1990-91. For the comprehensive universities, four-year universities, and two-year colleges, the payments are 52.6%, 37.7%, and 40.8%, respectively, of the total average staff benefits. Comparable percents for 1990-01 were 52.8%, 34.7% and 40.9%, respectively.

Social Security taxes are the second largest staff benefits paid by institutions. Social Security, unemployment compensation, and workers' compensation payments are required by law.

Medical and life insurance benefits are provided by all 23 institutions reporting 11-12 month full-time faculty. Nineteen institutions provide other staff benefits not specifically identified.

TABLE 7

AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY
1991-92

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
OU	109	$8,026	$1,500	$4,062	$98	$281	$488	$6	$14,461
OSU	127	6,883	1830	4,008	45	662	120	218	13,766
Comprehensive Universities	236	$7,411	$1,678	$4,033	$69	$486	$290	$120	$14,087
UCO	0	$0	$0	$0	$0	$0	$0	$0	$0
ECU	5	3,942	1,773	4,085	97	739	235	218	11,089
NSU	25	4,311	1744	3,942	97	848	182	196	11,120
NWOSU	17	4,291	1688	3,194	92	528	131	156	10,080
SEOSU	3	1,159	1,688	2,631	0	371	144	1,376	7,369
SWOSU	11	3,861	1688	3,081	90	522	201	153	9,596
Cameron	9	3,678	1830	2,590	70	359	142	142	8,811
Langston	0	0	0	0	0	0	0	0	0
Panhandle	3	3,498	1,830	3,012	97	418	394	184	9,433
USAO	10	2,175	2088	3,329	97	564	183	165	8,601
Four-year Universities	83	$3,758	$1,779	$3,382	$89	$562	$179	$216	$9,953
CASC	4	$1,901	$1,884	$2,259	97	$269	$121	$0	$8,531
Connors	5	3,750	1,830	3,029	97	422	95	186	9,409
Eastern	3	2,842	1,575	2,846	0	283	153	193	7,892
Murray	7	1,111	1,807	3,081	97	366	169	0	8,633
NEOAMC	5	3,150	1,830	2,948	0	412	139	181	8,660
NOC	5	2,939	1,908	2,800	95	241	105	248	8,336
OCCC	3	3,150	1,808	3,345	95	329	179	2,182	11,088
Redlands	3	3,749	1,811	2,772	0	166	178	0	8,675
Rogers	85	4,235	1,200	2,622	100	44	141	0	8,342
Rose	21	4,450	1,986	3,118	95	374	171	236	10,430
Seminole	4	1,500	2,088	2,526	92	122	93	968	7,389
TJC	33	3,150	1,877	2,930	0	277	157	1,208	9,599
WOSC	8	0	2,087	2,959	97	336	162	193	5,834
Two-year Colleges	188	$3,533	$1,582	$2,797	$75	$190	$147	$325	$8,849
All Colleges and Universities	505	$5,382	$1,659	$3,471	$75	$388	$219	$211	$11,404

TABLE 8

Commentary

Table 8 presents the 1991-92 average total compensation paid to those full-time faculty on a 9-10 month contract and those on an 11-12 month contract by all 25 institutions in The Oklahoma State System of Higher Education.

Average total compensation for 9-10 month faculty in 1991-92 is $46,853, compared with $44,935 in 1990-91, and represents an increase of $1,918 or 4.3%. The average in 1991-92 for comprehensive universities is $53,169, the average for four-year universities is $45,230, and the average for two-year colleges is $40,152. The median of the average total compensation for all 24 institutions reporting is $41,380.

Average total compensation for 11-12 month faculty in 1991-92 is $61,362 compared with $58,865 in 1990-91, and represents an increase of $2,497 or 4.2%. The average in 1991-92 for comprehensive universities is $76,452, the average for four-year universities is $54,421, and the average for two-year colleges is $45,243. The median of the average total compensation for the 23 institutions reporting 11-12 month faculty is $47,903.

TABLE 8

AVERAGE TOTAL COMPENSATION PAID
9–10 MONTH AND 11–12 MONTH FULL-TIME FACULTY
1991–92

Institution	9–10 Month			11–12 Month		
	Average Salaries	Average Staff Benefits	Average Total Compensation	Average Salaries	Average Staff Benefits	Average Total Compensation
OU	$42,158	$10,280	$52,438	$62,500	$14,481	$76,970
OSU	43,021	10,826	53,847	62,241	13,766	76,007
Comprehensive Universities	$42,576	$10,583	$53,169	$62,385	$14,067	$76,452
UCO	$41,048	$8,831	$49,879	$— 0	$— 0	$— 0
ECU	36,444	7,950	44,394	57,310	11,089	68,399
NSU	35,604	8,966	44,860	51,524	11,120	62,644
NWOSU	31,101	7,898	38,997	41,883	10,080	51,963
SEOSU	34,469	7,487	41,956	34,388	7,369	41,757
SWOSU	37,798	9,255	47,053	40,276	9,596	49,872
Cameron	33,745	8,908	42,653	33,882	8,811	42,673
Langston	35,761	7,570	43,331	0	0	0
Panhandle	31,837	8,255	40,092	39,375	9,433	48,808
USAO	35,672	7,534	43,206	43,510	8,601	52,111
Four-year Universities	$36,685	$8,545	$45,230	$44,468	$9,953	$54,421
CASC	$29,017	$6,463	$35,480	29,529	$6,531	$36,060
Connors	31,359	7,837	39,196	39,563	9,409	49,002
Eastern	31,650	6,764	38,414	37,200	7,892	45,092
Murray	28,974	4,945	33,919	40,270	6,633	46,903
NEOAMC	31,166	7,259	38,425	38,532	8,660	47,192
NOC	31,283	7,852	38,935	36,600	8,336	44,936
OCCC	32,925	8,818	41,743	43,723	11,088	54,811
Redlands	30,947	7,099	38,046	38,480	8,675	45,155
Rogers	0	0	0	34,285	8,342	42,627
Rose	32,393	8,625	41,018	40,759	10,430	51,189
Seminole	28,585	6,996	35,581	33,025	7,389	40,414
TJC	34,981	9,198	44,179	38,304	9,599	47,903
WOSC	31,865	5,195	37,060	38,677	5,834	44,511
Two-year Colleges	$32,242	$7,910	$40,152	$38,594	8,649	$45,243
All Colleges and Universities	$37,737	$9,116	$46,853	$49,958	11,404	$61,362

TABLE 9

Commentary

Table 9 presents the highest and lowest salaries paid academic deans and full-time faculty classified both by contract period and by type of institution. The number of individuals and the number of institutions in each classification are also presented.

The average salaries for academic deans employed on an 11-12 month contract basis in 1991-92 for the three classifications of institutions are: comprehensive universities, $97,020; four-year universities, $61,662; and two-year colleges, $46,574. For 1990-91, the average salaries were $89,337, $59,004, and $46,990, respectively. Average salaries for academic deans have increased over 1990-91 at the comprehensive universities at the rate of 8.6%, four-year universities at the rate of 4.5% and decreased for two-year colleges by 0.9%.

The highest salaries paid academic deans in the 25 institutions on an 11-12 month contract basis in 1991-92 are $115,500 for comprehensive university deans, $83,652 for four-year university deans, and $56,025 for two-year college deans. The highest salaries for these categories in 1990-91 were $110,000, $80,232, and $59,318, respectively. The 1991-92 lowest salaries for academic deans are $83,487 for comprehensive university deans, $46,050 for four-year university deans, and $33,056 for two-year college deans. The lowest salaries for these categories in 1990-91 were $74,550, $44,800, and $30,587, respectively.

The highest salaries paid a 9-10 month contract full-time faculty member in the 25 institutions in 1991-92 is $103,000. In 1990-91 the highest salary was $121,200. The lowest salary paid a 9-10 month contract full-time faculty member in the State System in 1991-92 is $13,252. In 1990-91 the lowest salary was $12,000.

For 1991-92 the highest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university is $62,317. In 1990-91 the highest salary was $66,878. For 1991-92, the lowest salary for a full-time faculty member employed on a 9-10 month contract basis by a four-year university is $16,500. In 1990-91 the lowest salary was $16,470. For 1991-92, the highest salary paid a full-time faculty member employed on a 9-10 month contract basis by a two-year college is $49,582. In 1990-91 the highest salary was $46,820. For 1991-92, the lowest salary paid a full-time faculty member employed on a 9-10 month contract basis by a two-year college is $21,394. In 1990-91 the lowest salary was $20,004.

TABLE 9

RANGE OF SALARIES PAID 9-10 AND 11-12 MONTH
ACADEMIC DEANS AND FULL-TIME FACULTY
1991-92

		9-10 Month			11-12 Month		
		Comprehensive University	Four-year University	Two-year College	Comprehensive University	Four-year University	Two-year College
Academic Dean							
Number:	Institutions	--	--	--	2	8	4
	Individuals	--	--	--	15	36	9
Salary:	Highest	--	--	--	$115,500	$83,652	$56,025
	Lowest	--	--	--	83,487	46,050	33,056
	Average	--	--	--	97,020	61,662	46,574
Professor							
Number:	Institutions	2	10	--	2	7	--
	Individuals	387	372	--	149	27	--
Salary:	Highest	$103,000	$62,317	--	$126,075	$61,356	--
	Lowest	33,020	32,724	--	45,833	44,125	--
	Average	53,497	44,954	--	71,052	54,988	--
Associate Professor							
Number:	Institutions	2	10	--	2	3	--
	Individuals	393	278	--	46	13	--
Salary:	Highest	$75,745	$58,080	--	$87,893	$54,156	--
	Lowest	20,600	29,809	--	39,784	42,000	--
	Average	41,719	38,924	--	55,026	48,550	--
Assistant Professor							
Number:	Institutions	2	10	--	2	4	--
	Individuals	412	517	--	30	14	--
Salary:	Highest	$65,086	$48,040	--	$58,008	$53,950	--
	Lowest	15,255	23,200	--	32,806	38,532	--
	Average	35,592	35,066	--	41,617	44,216	--

TABLE 9 (Continued)

Commentary

The highest salary paid an 11-12 month contract full-time faculty member in the 25 institutions in 1991-92 is $126,075. In 1990-91 the highest salary was $118,067. The lowest salary paid an 11-12 month contract full-time faculty member in the State system in 1991-92 is $18,000. In 1990-91 the lowest salary was $12,600. The highest 11-12 month contract salary in 1991-92 is paid by comprehensive universities and the lowest 11-12 month contract salary in 1991-92 is paid by two-year colleges. For 1991-92, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a four-year university is $61,356. In 1990-91 the highest salary was $58,848. For 1991-92, the lowest salary for a full-time faculty member employed on an 11-12 month contract basis by a four-year university is $21,504. In 1990-91 the lowest salary was $18,000. For 1991-92, the highest salary for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is $53,505. In 1990-91 the highest salary was $50,524. For 1991-92, the lowest salary paid for a full-time faculty member employed on an 11-12 month contract basis by a two-year college is $18,000. In 1990-91 the lowest salary was $19,776. These data exclude academic deans.

Table 9 (continued)

			9-10 Month			11-12 Month		
			Comprehensive University	Four-year University	Two-year College	Comprehensive University	Four-year University	Two-year College
Instructor								
Number:	Institutions		2	10	12	2	7	13
	Individuals		55	365	805	11	29	186
Salary:	Highest		$48,600	$44,860	$49,582	$43,962	$52,596	$53,505
	Lowest		13,252	16,500	21,394	24,000	21,504	18,000
	Average		24,177	28,816	32,243	31,966	32,966	36,567
All Ranks								
Number:	Institutions		2	10	12	2	8	13
	Individuals		1,247	1,532	805	236	83	186
Salary:	Highest		$103,000	$62,317	$49,582	$126,075	$61,356	$53,505
	Lowest		13,252	16,500	21,394	24,000	21,504	18,000
	Average		42,576	36,685	32,243	62,365	44,468	36,567

TABLE 10

Commentary

Table 10 presents income earned by full-time faculty members from activities which are specifically authorized by the institution in addition to primary employment duties. Income from summer-term employment for faculty employed on a 9-10 month contract basis is excluded from Table 10. These data are presented as "actual" for the completed year of 1990-91 and "estimated" for the current year, 1991-92.

The average mean income in the 25 institutions from extra teaching assignments and approved noninstitutional employment for 1991-92 is estimated to be $1,871 for those faculty members earning such income. In 1990-91 this figure was $1,896. The median of the averages is estimated to be $1,900 for 1991-92. In 1990-91 the actual median of the averages was $1,971. The estimated highest average for 1991-92 is $4,100. In 1990-91 the actual highest average was $3,803.

TABLE 10

ADDITIONAL INCOME FROM EXTRA TEACHING ASSIGNMENTS AND APPROVED NONINSTITUTIONAL EMPLOYMENT 1990–91 AND 1991–92

	Income from Extra Assignments			
	1990–91 Actual		1991–92 Estimated	
Institution	No. of Faculty	Average Income	No. of Faculty	Average Income
OU	149	$1,232	160	$1,267
OSU	242	2,680	0	0
Comprehensive Universities	391	$2,134	160	$1,267
UCO	84	$1,136	100	$1,300
ECU	94	2,058	96	2,111
NSU	144	2,089	145	2,000
NWOSU	46	1,167	46	1,200
SEOSU	51	1,403	50	1,841
SWOSU	69	1,129	69	1,180
Cameron	81	1,975	85	1,900
Langston	0	0	0	0
Panhandle	12	2,619	15	1,893
USAO	18	1,102	12	1,066
Four-year Universities	599	$1,624	618	$1,680
CASC	37	$3,803	38	$4,100
Connors	26	1,489	30	1,500
Eastern	35	1,966	33	1,914
Murray	4	1,395	3	1,000
NEOAMC	33	3,780	27	3,696
NOC	24	3,251	23	3,595
OCCC	85	2,871	85	2,500
Redlands	16	2,097	16	2,025
Rogers	24	1,350	20	1,350
Rose	120	2,300	125	2,400
Seminole	32	1,656	32	1,656
TJC	134	2,843	117	3,383
WOSC	16	1,592	15	1,639
Two-year Colleges	588	$2,206	566	$2,273
All Colleges and Universities	1,578	$1,987	1,344	$1,871

TABLE 11

Commentary

Table 11 presents salary data concerning selected administrative positions, by type of institution for 1991-92. The positions selected for inclusion are those most commonly staffed at higher education institutions. The salaries are for an 11-12 month employment period. The average amount of staff benefits is included in the table. In some institutions, one individual may hold two or more administrative titles. In these instances, the salary has been reported under that heading commonly associated with the highest salary.

Comprehensive university presidents salaries are set at $152,880 and $141,500 in 1991-92, an increase of 4% and 3.7% respectively over the 1990-91 average salaries of $147,000 and $136,500. Staff benefits are $30,189 (19.8%) and $22,636 (16%) of the salary.

Comprehensive university vice-presidents receive an average salary of $104,109 in 1991-92, an increase of 8.6% over the 1990-91 average salary of $95,856. The highest salary for a comprehensive university vice-president in 1991-92 is $140,004. In 1990-91 the highest salary for comprehensive university vice-presidents was $105,000. Staff benefits averaged $20,380 or 19.6% of the average salary.

Four-year university presidents receive an average salary of $91,901 in 1991-92, an increase of 6.0% over the 1990-91 average salary of $86,706. The highest salary for a four-year university president in 1991-92 is $98,750. In 1990-91 the highest salary for a four-year university president was $94,750. Staff benefits average $15,028 or 16.3% of the average salary.

Two-year college presidents receive an average salary of $80,439 in 1991-92, an increase of 4.4% over the 1990-91 average salary of $77,048. The highest salary for a two-year college president in 1991-92 is $90,600. In 1990-91 the highest salary for a two-year college president was $90,000. Staff benefits average $12,000 or 14.9% of the average salary.

Comparison of the second highest administrative salary average for each type of institution with the presidents' salary average for that type of institution reflects a relationship of 70.7%, 68.7%, and 73.4%, respectively, for comprehensive universities, four-year universities, and two-year colleges. Comparable 1990-91 relationships were 67.6%, 70.0%,and 73.7%.

TABLE 11

11-12 MONTH AVERAGE SALARIES OF SELECTED ADMINISTRATIVE POSITIONS

1991-92

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
President				
Number:	Institutions	2	10	13
	Individuals	2	10	13
Salary:	Highest	$152,880	$98,750	$90,600
	Lowest	141,500	75,550	68,750
	Average	147,190	91,901	80,439
Staff Benefits:	Highest	$30,189	$26,909	$16,396
	Lowest	22,636	10,279	9,544
	Average	26,413	15,028	12,009
Vice-President				
Number:	Institutions	2	11	12
	Individuals	9	31	34
Salary:	Highest	$140,004	$75,441	$81,164
	Lowest	88,072	40,550	43,470
	Average	104,109	63,152	59,043
Staff Benefits:	Highest	$22,836	$12,552	$13,398
	Lowest	17,282	9,249	6,729
	Average	20,380	11,111	11,056
Chief Business Officer				
Number:	Institutions	—	4	10
	Individuals	—	4	10
Salary:	Highest	$—	$60,186	$61,189
	Lowest	—	47,000	26,061
	Average	—	51,490	44,238
Staff Benefits:	Highest	$—	$11,131	$12,893
	Lowest	—	9,520	5,172
	Average	—	10,380	9,150

Table 11 (continued)

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
Registrar/Director of Admission				
Number:	Institutions	2	10	10
	Individuals	2	10	10
Salary:	Highest	$69,900	$47,510	$44,689
	Lowest	46,117	28,879	20,300
	Average	58,009	38,715	36,233
Staff Benefits:	Highest	$15,020	$10,250	$10,810
	Lowest	11,268	6,574	3,371
	Average	13,144	8,763	8,045
Dean of Students				
Number:	Institutions	--	4	7
	Individuals	--	4	7
Salary:	Highest	$--	$56,400	$69,566
	Lowest	--	37,164	43,125
	Average	--	43,392	50,901
Staff Benefits:	Highest	$--	$11,539	$12,368
	Lowest	--	8,258	7,426
	Average	--	9,417	9,883
Director of Library				
Number:	Institutions	2	10	13
	Individuals	2	10	13
Salary:	Highest	$80,000	$61,800	$52,381
	Lowest	79,380	38,000	30,732
	Average	79,690	46,385	39,033
Staff Benefits:	Highest	$17,599	$11,872	$12,285
	Lowest	16,163	8,395	6,015
	Average	16,881	9,870	8,589

Table 11 (continued)

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
Director of Public Relations				
Number:	Institutions	--	9	10
	Individuals	--	9	10
Salary:	Highest	$--	$43,200	$41,344
	Lowest	--	19,025	22,900
	Average	--	35,086	31,791
Staff Benefits:	Highest	$--	$9,999	$9,640
	Lowest	--	5,554	3,962
	Average	--	8,192	7,221
Director of Physical Plant Planning				
Number:	Institutions	2	10	11
	Individuals	2	10	11
Salary:	Highest	$76,500	$47,000	$47,796
	Lowest	76,335	33,500	20,250
	Average	76,418	42,047	33,192
Staff Benefits:	Highest	$17,061	$10,527	$13,465
	Lowest	15,764	7,254	4,681
	Average	16,413	9,362	8,224
Director of Food Service				
Number:	Institutions	1	5	4
	Individuals	1	5	4
Salary:	Highest	$63,000	$38,052	$35,000
	Lowest	63,000	19,475	18,900
	Average	63,000	28,236	24,820
Staff Benefits:	Highest	$14,703	$9,297	$8,513
	Lowest	14,703	4,804	3,969
	Average	14,703	6,871	5,858

Table 11 (continued)

		Type of Institution		
		Comprehensive University	Four-year University	Two-year College
Director of Student Union				
Number:	Institutions	1	3	3
	Individuals	1	3	3
Salary:	Highest	$73,320	$46,500	$43,275
	Lowest	73,320	39,192	23,125
	Average	73,320	41,897	36,541
Staff Benefits:	Highest	$15,410	$9,814	$10,773
	Lowest	15,410	9,425	6,466
	Average	15,410	9,563	8,781

TABLES 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 22

Commentary

Tables 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, and 22 present the average salaries and staff benefits of the nine constituent agencies of the State System. Each of the constituent agencies is unique with respect to average salary rates or professional classification. Consequently, salary data for each of the nine agencies are presented in a separate table.

The University of Oklahoma Health Sciences Center average salaries are presented on an 11-12 month contract basis. The College of Medicine average salary for 1991-92 of $61,796 is an increase of 4.6% over 1990-91. The College of Dentistry average salary for 1991-92 of $53,639 is an increase of 5.0% over 1990-91. The College of Nursing average salary for 1991-92 of $41,642 is an increase of 4.2% over 1990-91. The College of Public Health average salary for 1991-92 of $51,197 is a decrease of 1.8% from 1990-91. The College of Allied Health average salary for 1991-92 of $40,353 is an increase of 3.6% over 1990-91. The Graduate College average salary for 1991-92 of $59,232 is an increase of 4.6% over 1990-91. The College of Pharmacy average salary for 1991-92 of $52,709 is an increase of 1.6% over 1990-91. The Tulsa Branch Medical School average salary for 1991-92 of $73,216 is an increase of 3.6% over 1990-91.

The University of Oklahoma Law Center full-time faculty average salary on a 9-10 month contract basis for 1991-92 of $66,015 is an increase of 3.1% over 1990-91.

The Oklahoma Geological Survey full-time faculty average salary on an 11-12 month contract basis for 1991-92 of $45,680 is an increase of 5.9% over 1990-91.

The Oklahoma State University College of Veterinary Medicine full-time faculty average salary on an 11-12 month contract basis for 1991-92 of $58,437 is an increase of 5.1% over 1990-91.

The Oklahoma State University Agricultural Experiment Station full-time faculty average salary on an 11-12 month contract basis for 1991-92 of $53,943 is an increase of 7.2% over 1990-91.

The Oklahoma State University Agricultural Extension Division full-time faculty average salary on an 11-12 month contract basis reported for the first time in 1991-92 of $50,949.

The Oklahoma State University Technical Branch, Okmulgee full-time faculty average salary on an 11-12 month contract basis for 1991-92 of $38,240 is an increase of 2.2% over 1990-91.

The Oklahoma State University Technical Branch, Oklahoma City full-time faculty average salary on a 9-10 month contract basis for 1991-92 of $31,725 is an increase of 3.2% over 1990-91.

The Oklahoma State University College of Osteopathic Medicine full-time faculty average salary on an 11-12 month contract basis for 1991-92 of $62,750 is an increase of 4.6% over 1990-91.

TABLE 12

UNIVERSITY OF OKLAHOMA HEALTH SCIENCES CENTER[a]

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
12 MONTH SALARIES FOR 1991-92

	Academic Rank									
	Professor		Associate Professor		Assistant Professor		Instructor		Average All Ranks	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
College of Medicine	130	$77,461	124	$62,975	158	$54,376	44	$38,835	456	$61,796
College of Dentistry	18	66,826	21	52,215	11	41,797	3	27,897	53	53,639
College of Nursing	4	62,418	8	47,040	26	39,374	7	32,028	45	41,642
College of Public Health	9	62,608	7	48,751	8	43,259	2	40,162	26	51,197
College of Allied Health	6	51,750	17	42,884	32	36,755	1	44,100	56	40,353
Graduate College of Medical and Dental Science	4	68,783	4	58,677	2	41,242			10	59,232
College of Pharmacy	8	62,642	11	53,479	9	44,795	1	36,000	29	52,709
Tulsa Branch Medical School	11	89,772	15	74,647	20	74,543	6	34,865	52	73,216

[a] Included faculty are those employed full-time for the Health Sciences Center and faculty members who devote a part of their time to the Health Sciences Center and to either the Veterans Administration or to the Medical Research Foundation but whose employment agreement anticipates the amount of income these sources or its equivalent. Full-time faculty members prorate time among the various divisions. Time allocated to each division has been rounded to the nearest whole number of full-time faculty.

TABLE 13

UNIVERSITY OF OKLAHOMA LAW CENTER
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY

9-10 MONTH EQUIVALENT SALARIES FOR 1991-92 [a]

Rank	Number	Amount
Professor	21	$76,375
Associate Professor	14	50,475
Assistant Professor		
Instructor		
All Ranks	35	66,015

[a] All 11-12 month salaries have been equated to 9-10 month basis by multiplying the 11-12 month salaries by 9/11.

TABLE 14

OKLAHOMA GEOLOGICAL SURVEY

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12 MONTH EQUIVALENT SALARIES FOR 1991-92

Rank	Number	Amount
Geologist IV	6	$50,833
Geologist III	3	40,600
Geologist II	1	30,000
Geologist I	-	—
Other Professionals	-	—
All Ranks	10	45,680

TABLE 15

OSU COLLEGE OF VETERINARY MEDICINE

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12 MONTH SALARIES FOR 1991-92*

Rank	Number	Amount
Professor	23	$70,974
Associate Professor	27	52,026
Assistant Professor	11	47,960
Instructor	--	--
All Ranks	61	$58,437

* All 9-10 month salaries have been equated to 11-12 month basis by multiplying the 11-12 month salaries by 11/9.

TABLE 16

OSU AGRICULTURAL EXPERIMENT STATION

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12 MONTH SALARIES FOR 1991-92*

Rank	Number	Amount
Professor	35	$64,159
Associate Professor	25	49,004
Assistant Professor	18	40,939
Instructor	--	—
All Ranks	78	$53,943

All 9-10 month salaries have equated to 11-12 month basis by multiplying the 9-10 month salaries by 11/9.

TABLE 17

OSU AGRICULTURAL EXTENSION DIVISION

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12 MONTH SALARIES FOR 1991-92

Rank	Number	Amount
Professor	34	$59,486
Associate Professor	20	49,407
Assistant Professor	23	41,523
Instructor	4	40,296
All Ranks	81	$50,949

82

83

TABLE 18

OSU TECHNICAL BRANCH, OKMULGEE
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
[a]
11-12 MONTH SALARIES FOR 1991-92

Rank	Number	Amount
Department Head	10	$49,178
Instructor	125	37,365
All Ranks	135	$38,240

[a] All 9-10 month salaries have equated to 11-12 month basis by multiplying the 9-10 month salaries by 11/9.

TABLE 19

OSU TECHNICAL BRANCH, OKLAHOMA CITY
AVERAGE SALARIES PAID ALL FULL-TIME FACULTY

9-10 MONTH EQUIVALENT SALARIES FOR 1991-92 [a]

Rank	Number	Amount
Professor	11	$35,404
Associate Professor	12	34,310
Assistant Professor	22	32,338
Instructor	17	26,728
All Ranks	62	$31,725

[a] All 11-12 month salaries have equated to 9-10 month basis by multiplying the 11-12 month salaries by 9/11.

TABLE 20

OSU - COLLEGE OF OSTEOPATHIC MEDICINE

AVERAGE SALARIES PAID ALL FULL-TIME FACULTY
11-12 MONTH SALARIES FOR 1991-92

Rank	Basic Sciences Faculty		Clinical Faculty		All Faculty	
	Number	Amount	Number	Amount	Number	Amount
Professor	12	$64,627	2	$88,542	14	$68,043
Associate Professor	9	48,268	8	78,210	17	62,358
Assistant Professor	3	40,269			3	40,269
Instructor	--	--	--	--	--	--
All Ranks	24	$55,448	10	$80,276	34	$62,750

TABLE 21

AVERAGE STAFF BENEFITS PAID 9-10 MONTH FULL-TIME FACULTY

1991-92

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
OU-HSC									
College of Nursing	9	$3,828	$1,507	$2,366	$49	$138	$118	$6	$8,102
College of Public Health	2	5,439	1,507	3,156	49	186	157	6	10,500
College of Allied Health	2	4,259	1,507	2,563	49	150	127	6	8,751
College of Pharmacy	1	5,325	1,507	3,098	49	183	154	6	10,412
OU-Law Center	31	8,554	1,500	4,178	98	297	515	6	15,148
OSU-College of Veterinary Medicine	2	5,125	1,830	3,370	45	501	89	174	11,224
OSU-Agricultural Experiment Station	1	4,204	1,830	2,865	45	444	67	130	9,385
OSU-Technical Branch, Okmulgee	62	3,960	1,830	2,155	51	248	54	104	8,402
OSU-Technical Branch, Oklahoma City	39	4,086	1,830	2,274	51	312	56	108	8,717

TABLE 22

AVERAGE STAFF BENEFITS PAID 11-12 MONTH FULL-TIME FACULTY

1991-92

Institution	Number of Faculty	Retirement Plan	Medical Dental Plan	Social Security Taxes	Unemployment Compensation Taxes	Group Life Insurance	Workers' Compensation	Other	Total
OU-HSC									
College of Medicine	456	$8,519	$1,507	$4,207	$49	$279	$235	$6	$14,892
College of Dentistry	53	7,296	1,507	4,089	49	240	204	6	13,481
College of Nursing	36	5,641	1,507	3,259	49	192	162	6	10,906
College of Public Health	24	6,939	1,507	3,921	49	231	195	6	12,838
College of Allied Health	54	5,300	1,507	3,085	49	180	153	6	10,370
Graduate College of Medical and Dental Science	10	8,135	1,507	4,170	49	267	225	6	14,449
College of Pharmacy	28	7,174	1,507	4,041	49	237	201	6	13,305
Tulsa Branch Medical School	55	10,368	1,507	4,386	49	333	282	6	17,021
OU-Law Center	4	10,738	1,500	4,479	98	383	628	6	17,812
Oklahoma Geological Survey	10	5,502	1,500	3,495	98	206	356	6	11,163
OSU-College of Veterinary Medicine	59	6,579	1,830	4,021	45	629	114	215	13,433
OSU-Agricultural Experiment Station	77	6,129	1,830	3,798	45	578	105	198	12,683
OSU-Agricultural Extension Division	81	5,417	1,830	3,703	45	543	98	2,958	14,594
OSU Technical Branch, Okmulgee	73	5,467	1,830	3,172	51	438	79	153	11,190
OSU Technical Branch, Oklahoma City	23	5,706	1,830	3,355	51	485	83	170	11,680
OSU-College of Osteopathic Medicine	34	9,353	2,117	4,350	50	665	119	232	16,886